

DECLARATION, POWER OF ATTORNEY, AND PETITION

We,

- (1) Name: Steven C. Black  
Address: 5579 West 2000 South  
Mendon, UT 84325  
Citizenship: U.S.
- (2) Name: John P. Boggs  
Address: 447 Palma Street  
El Granada, CA 94019  
Citizenship: U.S.

declare: that our citizenship, residence address, and post office address are as set forth above; that we verily believe we are the original, first, and joint inventors of the subject matter of the invention or discovery entitled "**AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT**" for which a patent is sought and which is described and claimed in the application attached hereto that we have reviewed and understand the contents of the above-identified application, including the claims, as amended by any amendment specifically referred to herein; and that we acknowledge the duty to disclose information which is material to the patentability of this application in accordance with Section 1.56(a) of Title 37 of the Code of Federal Regulations.

We declare further that all statements made herein of our own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful, false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful, false statements may jeopardize the validity of the application or any patent issuing thereon.

We hereby appoint as our attorneys and/or patent agents all attorneys and/or patent agents listed under Customer Number 022913, with full power of substitution and revocation, to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith.

All correspondence and telephonic communications should be directed to:

Peter F. Malen, Jr.  
**022913**  
Customer Number  
Telephone: (801) 533-9800  
Facsimile: (801) 328-1707

Wherefore, we pray that Letters Patent be granted to us for the invention or discovery described and claimed in the foregoing specification and claims, declaration, power of attorney, and this petition.

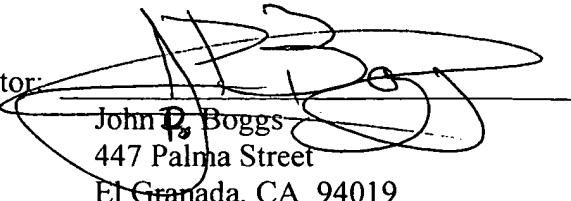
DATED this 10 day of May, 2004.

Inventor:

  
Steven C. Black  
5579 West 2000 South  
Mendon, UT 84325

DATED this 13 day of May, 2004.

Inventor:

  
John P. Boggs  
447 Palma Street  
El Granada, CA 94019

JLW000000871V001